



Parent's Guide to Educator Evaluation Requirements

Indiana needs to do everything we can to give all our teachers the support they need to do their best work, because when they succeed our students succeed. Without effective evaluation systems, it is much harder to identify and retain excellent educators, provide useful feedback and support, or intervene when educators consistently perform poorly. During the 2011 Indiana General Assembly, Senate Bill 1 was enacted and required school corporations to develop annual performance evaluations beginning with the 2012-13 school year.

Evaluation plans must include the follow components:

1. Plans must include the requirement that each educator have an annual performance evaluation. This includes teachers, counselors, special education teachers, principals, and superintendents. This may also include other Indiana Department of Education licensed school services personnel.
2. Evaluation plans must include objective measures for student achievement and growth, including measures of achievement and growth in areas and subjects not measured by statewide assessments. ISTEP+ growth measures must be the primary measure of student achievement and growth for teachers of Math and English/language arts in grades 4-8. An objective measure is student assessment data and is a combination of student achievement (proficiency) and growth. How corporations allocate and assign weighting to this data is a local decision.
3. Evaluation plans must include rigorous measures of teacher effectiveness, including observations and other performance indicators.
4. Each year, educators must have an annual evaluation rating in 1 of 4 categories: Highly Effective; Effective; Improvement Necessary; Ineffective. The annual ratings by school, corporation, and teacher preparation program are posted each year on the Department's website.
5. All educators must receive an explanation of the evaluator's recommendations for improvement, including the timeframe in which improvement is expected.

6. Lastly, the plan must include a provision that a teacher who negatively affects student achievement and growth cannot receive a rating of Highly Effective or Effective.

Please email eel@doe.in.gov if you have any questions.